

Tompkins Insurance Offers Expanded HR Services for Our Clients

Through our partnership with Hubric Resources, a regional leader in HR consulting services, Tompkins Insurance is pleased to offer enhanced support.

As our valued client, you will receive a significant discount off Hubric Resources' highly competitive rates.

Additionally, **Tompkins pays for the first five hours of consulting services each calendar year.** That's five hours of free, industry leading HR support each year, as our thank you for being a valued client of Tompkins Insurance.



215-274-7454
www.TompkinsIns.com



610-334-6888
www.hubricresources.com

HOW HUBRIC RESOURCES CAN ASSIST WITH YOUR HR FUNCTION:

Regulatory Compliance/Policies & Procedures

- HR function assessments
- Employee handbook reviews & updates
- Writing effective, compliant job descriptions
- Wage and hour investigations

Recruiting Support

- Executive searches
- Strategies for filling hard-to-find positions
- On-site recruiting
- Advertising, screening, interviewing candidates
- Background & reference checks
- Administering DISC Profiles

Compensation and Benefits

- Salary and Benefit program analysis
- Incentive programs
- Compensation metrics
- Salary surveys

Employee Relations

- Managing difficult employees
- Substance abuse issues
- Sexual and other unlawful harassment investigations
- Employee disciplines and terminations

Training & Development

- Leadership/Management Workshops
- Anti-Harassment and Diversity Training
- Conflict and Performance Management
- Human Resources Law
- Business Communications
- Time Management
- Delegation

